



SUSTAINABILITY PROGRESS REPORT

2023

Sustainable
Development Goals
and Targets

Leadership Message

In the face of ongoing challenges in Ukraine, our commitment to sustainability and support for the Ukrainian people remains unwavering. Today, we are proud to present our 2023 sustainability report, a testament to our dedication to advancing the UN Sustainable Development Goals and supporting Ukraine in its pursuit of freedom and stability.

Throughout 2023, Ukraine continued to face significant adversity, with ongoing war and economic instability. However, the resilience of the Ukrainian people and the strong international support they have received have been inspiring. Despite these challenges, our EVERLEGAL team has remained steadfast in our support for Ukraine, adapting our strategies to address evolving needs and priorities.

Our sustainability report highlights the progress we have made in supporting the economy of Ukraine, our clients, and people. From providing legal assistance to businesses, NGOs, and International Agencies conducting humanitarian missions in Ukraine to participating in initiatives aimed at infrastructure restoration and fostering social and economic development, we have remained deeply engaged in efforts to contribute to Ukraine's victory.

As a Partner and Co-Head of the Sustainability practice at EVERLEGAL, I am immensely proud of the work we have accomplished and the impact we have had. Our commitment to sustainability and corporate responsibility underscores our belief in the importance of making a positive difference in the world. As we continue our journey forward, we remain dedicated to supporting Ukraine and building a more sustainable and inclusive future for all.

I sincerely invite you to join our journey within the pages of this report and get in touch with us to implement new impactful projects for Ukraine together.

ANDRIY OLENYUK
PARTNER



Andriy Olenyuk
Partner

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Part 1:

INTRODUCTION

WHO WE ARE

- 📌 An independent sector-focused **TOP-10 Ukrainian law firm**.
- 📌 A synergistic **combination of professionals** from world-class international and Ukrainian law firms.
- 📌 **A business law firm** with key practice areas in Corporate/M&A, Banking & Finance, International Arbitration, Antitrust & Competition, Dispute Resolution, Criminal Defence, IP, Sustainability, Employment and Commercial matters.
- 📌 **The first "sustainable impact" law firm in Ukraine.**

MISSION

We aspire to be your legal business partner in the most demanding projects to enable you to create and grow sustainable businesses and ecosystems for the better future.

VISION

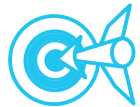
We help you get your jobs done by providing business-savvy and pragmatic legal advice through engaging top legal talent, focusing on and understanding your business and using innovative ways of servicing our clients.



KEY POINTS



Over 60 employees



Sector-focused approach



Synergy of transactional and dispute resolution lawyers



“Law Firm of the Year 2021 in the field of Sustainability” in Ukraine



First Sustainable impact law firm in Ukraine



40/60% gender ratio of the team



Multi-jurisdictional capabilities



Full-range of services covering 11 Practices



High ethical standards in everyday operations
“[EVERLEGAL Code of Ethics](#)”

OUR VALUES



Team players

- We build strong and healthy teams
- We trust each other
- We have a common goal which unites the team in effective work to achieve a maximum result for the clients



Open & supportive people

- We value mutual support, help and understanding
- We promote a culture of trust and respect with each other and our clients



Clients' happiness

- We create a WOW client experience
- We act above client's expectations
- We want to keep clients coming back to us



Transparency, equality & diversity

- We are open to people regardless of their gender, race, ethnicity, religion, sexual orientation, or any other characteristic
- We encourage open communication and feedback from employees about their experiences in the firm
- We give equal opportunities for career growth for all employees



Proactivity, ambition & interest

- We are passionate about our work and ambitious
- We reward employees who demonstrate exceptional performance and contribute to the company's success
- We promote a culture of learning and intellectual curiosity



Responsibility & deadlines

- We always ensure our 100% availability during business hours and upon agreement are ready to meet client's needs outside the business hours should such necessity occur for continuity of business



Life & work balance

- We have a hybrid working environment allowing our employees to combine work from home with the office
- We help employees balance work and family responsibilities via paid leave and flexible work arrangements

Part 2:

OUR TEAM

EVERLEGAL GENDER IDENTITY

In 2023, EVERLEGAL continued its commitment to gender diversity within its workforce and leadership roles. The data reflects a slight shift in the gender composition compared to 2022

▶▶ Company Composition:

- In 2023, the company saw a composition of **61% women** and **39% men**, indicating a marginally decreased proportion of women compared to the previous year's 63%.
- This demonstrates a concerted effort to maintain a balanced gender representation within EVERLEGAL.

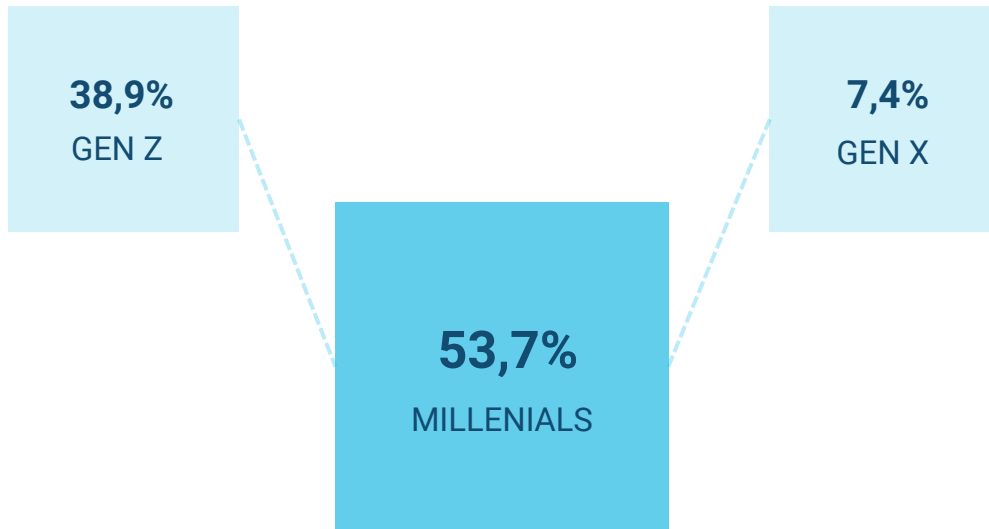
▶▶ Top Management Representation:

- Notably, **58% of men** and **42% of women** occupied top management positions in 2023, showcasing a subtle adjustment from the previous year's figures of 61% men and 39% women.
- This underscores our ongoing dedication to fostering an inclusive environment where talent and merit determine advancement opportunities, irrespective of gender.

As we continue to evolve, EVERLEGAL remains steadfast in its commitment to diversity and inclusivity, recognizing the invaluable contributions of individuals from all backgrounds to our collective success.



GENERATIONS AT EVERLEGAL



In 2023, EVERLEGAL achieved a diverse workforce, with Millennials leading, closely followed by Generation Z and significant representation from Generation X.

Our commitment to inclusivity extends to supporting all genders, ensuring both experienced staff and young talent have equal opportunities for success. This achievement highlights our dedication to fostering a workplace where individuals thrive, regardless of age or gender.

PERCENTAGE OF IDPS

EVERLEGAL's workforce reflects inclusivity, with 9.8% comprising internally displaced persons. We're committed to offering opportunities, increasing job openings tailored for IDPs, and fostering a supportive environment for their professional growth.

9,8%

HUMAN RIGHTS PROTECTION

In 2023, we developed and implemented a series of policies at EVERLEGAL that regulate our activities at various levels of communication - from internal to external with all company stakeholders. Our policies aim to establish ethical standards in cooperation and to prevent potential situations that violate the human rights of our employees, clients, and partners.

▶ COMMUNICATIONS POLICY

Policies and rules of internal communications and communications with clients of the law firm EVERLEGAL.

▶ DATA PROTECTION, RETENTION AND DESTRUCTION POLICY

Internal policy on data protection, storage and destruction.

▶ PSEAH POLICY

Protection from sexual exploitation, abuse & harassment.

▶ QUALITY CONTROL & QUALITY ASSURANCE POLICY

Internal policies and procedures for quality assurance of EVERLEGAL legal services.

▶ INTERNAL EMPLOYMENT REGULATIONS POLICY

EVERLEGAL's Internal employment regulations policy: ensuring fair, compliant workplace practices.

OUR COMMITMENT

Protecting our rights within and outside the company, fostering colleagues' professional growth in a comfortable environment. We pledge ongoing policy improvement for sustained ethical practices and employee well-being.

Part 3:

OUR CLIENTS

IN 2023 OUR TEAM PROCESSED

29 682⁺

Clients hours

520⁺

Pro Bono hours

273⁺

Total number of projects

IN OUR KEY INDUSTRIES

- ▶ Energy
- ▶ Innovations and technology
- ▶ Agribusiness
- ▶ Humanitarian
- ▶ Real Estate & Construction
- ▶ Banking & Finance
- ▶ FMCG & Retail
- ▶ GR
- ▶ Pharmaceuticals & Healthcare
- ▶ Infrastructure & Transport
- ▶ Media & Advertising

EVERLEGAL CLIENTS WHO HAVE SUFFERED DAMAGES DUE TO THE WAR

▶ Due to the full-scale invasion of the Russian Federation, large, medium and small businesses began to suffer damages. Our team actively responds to client inquiries and provides legal support on various issues related to the process of documenting and addressing damages for further compensation. Over the past 2 years, we have compiled statistics, according to which 15% of our clients have suffered losses. This is a significant figure that reflects the realities based solely on our work with Ukrainian businesses and international companies in Ukraine.

% of EVERLEGAL clients

15%

who suffered damages due to the war

Understanding the need for quality legal protection of our client's interests, we have developed a legal product to compensate for damages caused by Russian aggression against Ukraine. This product is an important milestone in our commitment to protecting the interests of our clients.

We have already started several complex cases aimed at recovering damages and lost assets. This proactive stance underscores our commitment to protecting our clients' interests and countering unfair practices.

NEW PRACTICE LAUNCHED

In 2023, EVERLEGAL launched the **Humanitarian Law practice**, dedicated to advising International Organisations, Agencies & Embassies operating in Ukraine during martial law.

Briefly about the practice:

Established to address the urgent needs of International Organisations amidst Ukraine's martial law, offering specialized legal support. We recognised the critical role International Organisations play in providing aid and support to communities in need and sought to empower them with expert legal guidance.

Through this practice, EVERLEGAL reinforces its dedication to making a meaningful difference in crisis-stricken times, one legal step at a time.



HUMANITARIAN LAW PRACTICE



Our work

We provide comprehensive assistance tailored to the unique needs of International Organisations, from regulatory compliance to contractual matters. Our commitment remains unwavering in supporting organisations striving to aid affected communities in Ukraine.

our team processed

954

hours of work in 2023

Among our clients are:

- ▶ Norwegian Refugee Council (NRC)
- ▶ Danish Refugee Council (DRC)
- ▶ USAID/ENGAGE
- ▶ Global Communities
- ▶ Stichting Vluchteling (Netherlands Refugee Foundation)
- ▶ Peace Corps in Ukraine and others

Their trust in our services underscores our reputation for delivering excellence in legal counsel and support.

Part 4:

RESPONSE TO WAR IN UKRAINE

KEY INITIATIVES

▶ LEGAL HOTLINE

In March 2023, we continue to operate our **Telegram channel and HOTLINE**, offering swift legal assistance to Ukrainian citizens impacted by the ongoing hostilities in Ukraine.

▶ PRO BONO LEGAL SUPPORT PROGRAM

In 2023, EVERLEGAL maintains its commitment by continuing the **Pro Bono Legal Support Program** initiated in 2022, aiding Ukrainian businesses and NGOs facing legal hurdles stemming from the military aggression by the Russian Federation on Ukrainian soil.

▶ "GOOD EVENING. WE ARE FROM UKRAINE" CHARITABLE FUND

In 2023, we also continued our active work within our charitable foundation "**Good evening. We are from Ukraine**". We unite the legal community and businesses, raising funds to aid the affected population. This ongoing initiative underscores our commitment to crisis support.

▶ SEED 2.0

EVERLEGAL has joined the **SEED 2.0** initiative of the UN General Assembly in Ukraine. It is an educational project of the UN Global Compact in Ukraine. For the third year in a row, the project has been helping to develop small agribusinesses and implement the best business ideas in the agricultural sector.

▶ UKRAINE BUSINESS COMPACT

In June 2023, EVERLEGAL became a signatory of the **Ukraine Business Compact 2023**, which includes principles for long-term sustainable economic recovery in Ukraine initiated by the Ukraine Recovery Conference (#URC2023). These principles were presented at a global conference in London and now unite responsible businesses willing to contribute to Ukraine's recovery.

▶ DANISH REFUGEE COUNCIL

EVERLEGAL cooperated with the **Danish Refugee Council (DRC)**, an International NGO in Ukraine, on implementation of the legal project aimed at helping millions of Ukrainians around the world.

▶ USAID/ENGAGE

EVERLEGAL started cooperation with **USAID/ENGAGE** as an implementation partner in an educational project aimed at providing legal support to civil society organizations, small and medium-sized enterprises, and Ukrainian citizens.

▶ SUPPORT OF PARTNERSHIP INITIATIVES

In addition, throughout 2023, EVERLEGAL partnered with various events and initiatives aimed at fundraising for the Armed Forces of Ukraine and the affected population. United with the people of Ukraine - together towards victory.

RESPONSIBLE WORKING

EVERLEGAL has implemented the “**business in a state of war (BSW)**” strategy and made a number of timely and critical decisions that allowed us not only to retain our team, but also to significantly expand it and continue to work effectively in the current circumstances

We managed not only to adapt quickly but also to **unite, develop, and take care of our colleagues and the community** during the initial response to the war, taking further measures to ensure the safety and effective cooperation of the team, meeting the needs of team members, and providing support to them.

In times of war, every business, regardless of its size, is an integral and important part of supporting the country's economy by paying taxes and providing jobs, and this is exactly what EVERLEGAL continues to do.



RESPONSIBLE WORKING

Here are some key initiatives undertaken:

FLEXIBLE WORK FORMAT:

Embracing a flexible work format, we empower our employees to thrive amidst upheaval. Whether it's through remote work arrangements, adjusted schedules, or innovative collaboration tools, our flexible approach fosters productivity, well-being, and adaptability. This ensures that our team can effectively navigate the demands of the current circumstances while maintaining a healthy work-life balance.

OPERATIONAL ALERTS:

We swiftly established an operational alert system for both employees and clients, providing real-time updates on legislative changes amidst the crisis. This proactive approach ensures that our clients are equipped with the necessary information to navigate the evolving legal landscape, facilitating informed decision-making even under martial law.



EXPANDED WORKFORCE:

Recognizing the importance of bolstering our capabilities during times of uncertainty, we took decisive steps to expand our talented workforce. By strategically augmenting our team, we not only enhance our capacity to serve clients but also create more opportunities for skilled professionals to contribute meaningfully in a challenging environment.

OUR COMMITMENT

At EVERLEGAL, to responsible business practices remains unwavering, as we continue to navigate challenges, foster growth, and uphold our dedication to supporting our employees, clients, and community during these difficult times.

CLIENTS' SUPPORT

In the conditions of martial law in Ukraine and constant changes in legislation, all businesses have faced numerous new challenges at all levels of operation. Our team has developed legal products to address these main challenges and support our clients during this challenging time.

1 LEGAL SUPPORT FOR EMPLOYERS ON MILITARY REGISTRATION AND MOBILIZATION OF EMPLOYEES

With martial law in Ukraine, many companies must mobilize employees for military service and ensure their military registration. EVERLEGAL offers legal support to employers navigating these complex processes in the new reality.

2 COMPENSATION FOR DAMAGES, CAUSED BY THE RUSSIAN FEDERATION

Our team created a new product to compensate for losses inflicted by Russia on Ukrainian and foreign businesses in Ukraine. We've devised a strategy and are handling complex cases for clients to recover losses and reclaim lost property.

3 LEGAL SUPPORT FOR BUSINESSES DURING SEARCHES

EVERLEGAL created a legal product to assist businesses during searches. We train clients' staff on proper conduct, offer immediate legal guidance, and dispatch lawyers promptly. In the past year, we've assisted over 10 clients with this service.

4 LEGAL SUPPORT ON EMPLOYMENT ISSUES UNDER MARTIAL LAW

Since the onset of the full-scale war in Ukraine, EVERLEGAL has offered legal aid to Ukrainians, analyzing pertinent laws and creating materials beneficial for businesses and citizens, especially regarding employment relations, crucial in the current context.

Part 5:

OUR APPROACH TO SUSTAINABILITY IN 2023

CONTRIBUTING TO THE UN SDGs IN 2023



Good health & well-being

In such challenging times for Ukraine, it is very important for us to remain steadfast in our commitment to the United Nations Sustainable Development Goals (SDGs). In 2023 and beyond, our focus on Goals 3, 16, and 17 underscores our commitment to strengthening resilience, stability, and cooperation in the face of full-scale invasion.



Peace, Justice & Strong Institutions

At the heart of our commitment lies a steadfast dedication to ensuring a better future for generations to come. By steadfastly advancing Goals 3, 16, and 17, even amidst uncertainty, we pave the way for a more prosperous, equitable, and sustainable world.



Partnerships for the Goals

Together, we strive to leave a lasting legacy of resilience, cooperation, and progress, embodying the spirit of hope and resilience that defines our collective journey towards a brighter tomorrow.



Our sector activities



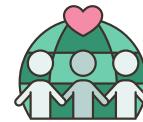
We appreciate the importance of focusing on sustainable development and understand the significance of joining our efforts with others. We **connect with global organisations and projects** to support sustainable development and create our own initiatives.



Our company sorts and recycles waste, uses energy-efficient lamps, plants trees and reduces the amount of paper we use. EVERLEGAL has created EVERLEGAL BIKE PARK for our employees, promoting eco-friendly transport and a healthy lifestyle.



We are focused on improving the **regulatory environment** in the sustainable development sector. Our team is involved in preparing draft laws related to sustainable development. Among the latest experience, our team was involved in developing a draft law on promoting transparency in the extractive industries in Ukraine and a draft law on banning plastic packaging.



We have a **Pro Bono program** to support organisations /companies /initiatives in the sustainable development sector, in which EVERLEGAL will allocate 500 hours a year for legal support of such projects.

Our commitments

In response to the evolving landscape under martial law, we have set ambitious goals for 2025.



To expand by **10% our legal pro bono support** to NGOs, charitable foundations, and projects implementing initiatives to aid Ukrainians during the state of war.



To implement **3 CSR initiatives** aimed at aiding the affected population in Ukraine, both independently and in collaboration with strategic partners.

Our expertise in the Sustainability sector

Discover more 

As our clients' businesses, industries, and the world around them are constantly changing, they need a legal partner to help them think ahead. EVERLEGAL strives to create a healthy, equitable, and sustainable future for our people, clients, and the planet.

We empower our clients to achieve great things now and in the future by providing innovative services and ideas. We are committed to fresh thinking and believe in the importance of resolving global issues. We are not afraid to bring new ideas to the table beyond the traditional realm of legal services.



Our team provides legal support to companies and organisations in the sustainable development sector on transactional, corporate, regulatory and commercial matters, employment issues, as well as financing and further development of the client's project.



We use a comprehensive approach when working with clients and have extensive experience working with many foreign jurisdictions, international law firms, and consultants.

Part 6:

REPORTING ON SUSTAINABILITY

Sustainable Development Goals

17 Goals to Transform Our World

The Sustainable Development Goals are a call for action by all countries – poor, rich and middle-income – to promote prosperity while protecting the planet. They recognize that ending poverty must go hand-in-hand with strategies that build economic growth and address a range of social needs including education, health, social protection, and job opportunities while tackling climate change and environmental protection.

More than ever, the goals provide a critical framework for protecting people and the environment during times of war.

Every year, we at EVERLEGAL focus on several goals, aligned with where we feel EVERLEGAL can make the most valuable contribution to the achievement of the UN SDGs in order to create a comfortable environment for our society's existence and development today and for future generations.



#1 PROJECT

EL & UN Global Compact



Global Compact
Network Ukraine

In May 2023, EVERLEGAL joined the **UN Global Compact**, the Ukrainian network of the world's largest community of responsible businesses.

The United Nations Global Compact in Ukraine is a dialogue and learning platform for businesses, investors, civil society, labor organizations, local governments and the government to achieve sustainable development. This special initiative of the UN Secretary-General encourages companies to build their operations and strategies with the Sustainable Development Goals in mind.

Joining the UN Global Compact is very important for EVERLEGAL Sustainability, as the implementation of this project is another step towards supporting Ukraine and achieving the UN Sustainable Development Goals, namely:

- **Goal 3: Good health and well-being**
- **Goal 16: Peace, justice and strong institutions**
- **Goal 17: Partnership for the goals**

OUR COMMITMENT

EVERLEGAL has committed itself to following the Ten Principles of the UN Global Compact in four areas: human rights, employment, environmental protection, and anti-corruption.

In 2023, EVERLEGAL team received a high honor in the final of the UN Global Compact international competition "**Partnership for Sustainability Award 2023**" for the EVERLEGAL & USAID/ENGAGE project.



#2 PROJECT

CHARITY FUND “GOOD EVENING, WE ARE FROM UKRAINE”



In 2023 EVERLEGAL team continued its active work within our charitable foundation "Good evening. We are from Ukraine". We unite the legal community and businesses, raising funds to aid the affected population. This ongoing initiative underscores our commitment to crisis support.

The mission of this fund:

Humanitarian support of internally displaced people of Ukraine, especially those who came from the most damaged territories of Ukraine and experienced the most tragic events in Ukraine (i.e., Mariupol, Kharkiv, Sumy, Irpin, Bucha, Hostomel, Donbas etc).

What we have done so far

During this year, to support Ukrainian citizens and defenders, our Charitable Fund:

- implemented more than **9 projects**; and
- donated more than **UAH 10,000,000** via the partnership with Ukrainian and international companies and organisations.

[Discover more](#)



WWW.WAFU.FUND

#3 PROJECT

EL & LifeLine Ukraine



EVERLEGAL has been providing Pro Bono legal support to Lifeline Ukraine for 5 years now.

Lifeline Ukraine is a 24-hour, 7-day-a-week national, professional suicide prevention and mental health support hotline. Since 2014, Ukraine has been losing far too many veterans to suicide, and this issue had to be addressed. Initially, Lifeline Ukraine was founded to help veterans and their families, but now the hotline serves all Ukrainians in any language they choose.

Lifeline Ukraine was founded by Paul Niland, an Irish writer, commentator, and businessman who has been living in Ukraine for nearly two decades. The project was launched in 2019 at the request of Dr. Ulana Suprun, the then-Acting Minister of Health. The Ministry of Veterans' Affairs, the Ministry of Social Policy, and the Ministry of Defence all support the project.

The results of our work for 2023:

In 2023 we devoted more than 50 hours of our lawyers' time to support the organisation and to contribute to **Goal 3. Good Health & Well-Being**.

Our team assists the organisation with a wide range of issues, from legal advice at the start-up stage to advice on various employment and tax issues, documenting relations with donors and volunteers, etc.

4 PROJECT

EL & Danish Refugee Council



EVERLEGAL acted as a legal partner to the Danish Refugee Council (DRC), an International Organisation in Ukraine, on implementation of the project aimed at helping millions of Ukrainians around the world.

Briefly about the project:

DRC developed a unique legal online platform (Cross-Border Legal Aid Platform) that is available to Ukrainians wherever they are.

The platform includes:

- legal support of Ukrainians in various jurisdictions;
- convenient formats for obtaining the necessary information in the relevant country;
- quick and open access to information for every Ukrainian;
- modern online consulting systems.

Our work

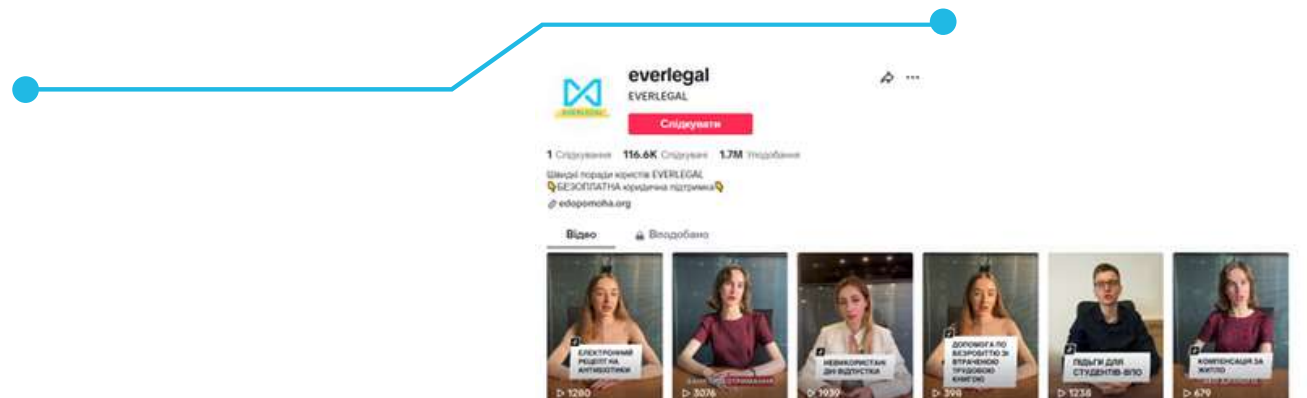
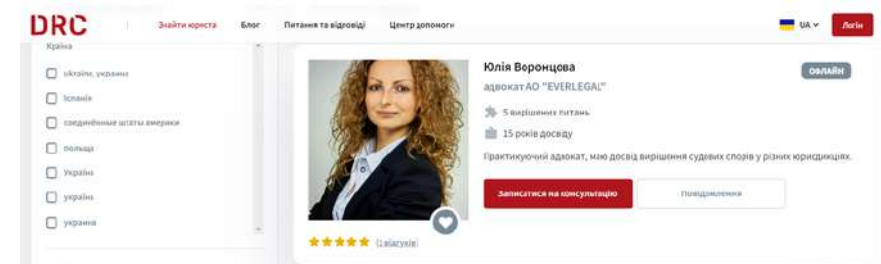
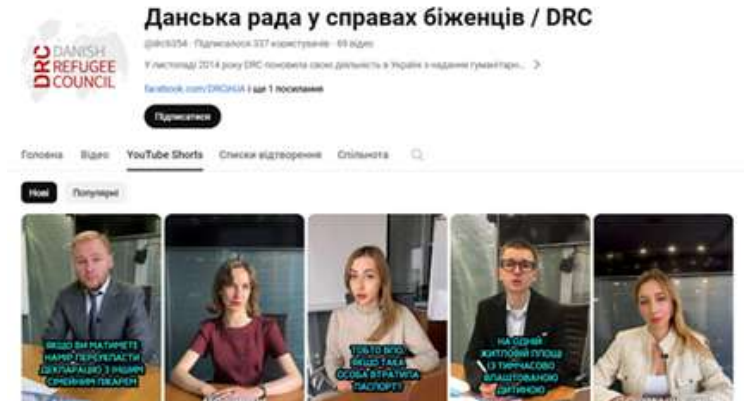
During the first year of our cooperation, the platform was already implemented and filled out, and it provides support to Ukrainians.

The second year of our work is aimed specifically at updating data, promoting the platform and consulting beneficiaries, which EVERLEGAL has been successfully implementing for more than 3 months.

The platform was launched in March 2023

Legal support for this project is very important for EVERLEGAL Sustainability direction, as the implementation of this project is another step towards supporting Ukraine and achieving the UN Sustainable Development Goals, namely:

- Goal 16. Peace, Justice, and Strong Institutions
- Goal 17. Partnerships for the Goals



5 PROJECT

EL & USAID/ENGAGE



In June 2023 EVERLEGAL started cooperation with USAID/ENGAGE as an implementation partner in an educational project aimed at providing legal support to civil society organizations, small and medium-sized enterprises, and Ukrainian citizens.

Briefly about the project:

The main goal of this project was to provide citizens, as well as CSOs and SMEs, with knowledge about martial law and other regulatory changes introduced during the war, as well as to provide participants with practical advice on their life, work and volunteering under martial law and how to properly address new challenges.

- You can learn more about the project at [the LINK](#).
- In addition to that, EVERLEGAL & USAID/ENGAGE Project is recognised as one of the best projects in 2023 by the **UN Global Compact “Partnership for Sustainability Award 2023”** - more information at [the LINK](#)



Our work

EVERLEGAL scope of work included:

- Develop an outline for a series of 12 trainings (online & offline).
- Prepare agendas, handouts, and evaluation forms for the trainings.
- Prepare presentations and legal manuals for online training participants on martial law and other war-specific legislature, their implications and places/institutions that could offer further support and legal advice to people, CSOs and SME.
- Conduct 12 online and offline training (Kyiv, Odesa, Poltava, Ivano-Frankivsk). Prepare report on each training containing a list of participants, evaluation forms, and video recordings.
- Prepare final report outlining the work done and achieved results with main challenges and achievements.

Legal support for this project is very important for EVERLEGAL Sustainability direction, as the implementation of this project is another step towards supporting Ukraine and achieving the UN Sustainable Development Goals, namely:

- **Goal 16. Peace, Justice, and Strong Institutions**
- **Goal 17. Partnerships for the Goals**



6 PROJECT

EL & Norwegian Refugee Council



In August 2023 EVERLEGAL started cooperation with Norwegian Refugee Council (NRC)



Briefly about the project:

EVERLEGAL is acting as a legal partner to NRC providing legal assistance in relation to legal issues arising out of the NRC activity in Ukraine.

You can learn more about our cooperation at the [LINK](#)



Legal support for this project is another step towards supporting Ukraine and achieving the UN Sustainable Development Goals, namely:

- **Goal 16. Peace, Justice, and Strong Institutions**
- **Goal 17. Partnerships for the Goals**

Our work

EVERLEGAL scope of work includes legal support to NRC on the following issues:

- Employment
- Financial and tax regulation matters
- Corporate matters (to the extent needed for local operations)
- Contractors
- Intellectual property
- Partnerships
- Government relations
- Public law
- Data protection
- Migration law matters
- Criminal law matters
- Dispute resolution
- General Legal Advice

And any other legal matters concern the functioning of a foreign representative office as an international non-governmental organisation in Ukraine.

#7 PROJECT

EL & Stichting Vluchteling



In June 2023 EVERLEGAL started cooperation with Stichting Vluchteling (Netherlands Refugee Foundation)

Our work

EVERLEGAL advised Stichting Vluchteling (Netherlands Refugee Foundation) on the matter of the general regulatory and legal framework of humanitarian aid exported to Ukraine. EVERLEGAL provided extensive legal advice on the legal framework for importing and formalising humanitarian aid in Ukraine

Results:

After considering the advice Stichting Vluchteling realized the potential risks it had with certain Ukrainian counterparts that required further regulation. Moreover, the Client received more thorough knowledge on legal framework of the humanitarian aid in Ukraine, availing itself to optimize the supply chain and distribution system in a way most suitable for its common practices.

Legal support for this project is another step towards supporting Ukraine and achieving the UN Sustainable Development Goals, namely:

- **Goal 16. Peace, Justice, and Strong Institutions**
- **Goal 17. Partnerships for the Goals**

8 PROJECT

EL & Global Communities



In November 2023 EVERLEGAL started cooperation with Global Communities.

Briefly about the project:

EVERLEGAL is acting as a legal partner to Global Communities providing legal assistance in relation to legal issues arising out of the Global Communities activity in Ukraine.

Legal support for this project is another step towards supporting Ukraine and achieving the UN Sustainable Development Goals, namely:

- **Goal 16. Peace, Justice, and Strong Institutions**
- **Goal 17. Partnerships for the Goals**

Our work

EVERLEGAL scope of work includes legal support to Global Communities on the following issues:

- Employment
- Financial and tax regulation matters
- Corporate matters (to the extent needed for local operations)
- Contractors
- Intellectual property
- Partnerships
- Government relations
- Public law
- Data protection
- Migration law matters
- Criminal law matters
- Dispute resolution
- General Legal Advice

And any other legal matters concern the functioning of a foreign representative office as an international non-governmental organisation in Ukraine.

9 PROJECT

EL & SEED 2.0



In June 2023, EVERLEGAL joined the **SEED 2.0** initiative of the UN General Assembly in Ukraine

Briefly about the project:

SEED 2.0 is an educational project from the UN Global Compact in Ukraine, which is supported by PepsiCo and funded by the PepsiCo Foundation. For the second year in a row, the project has been helping to develop small agribusinesses and implement the best business ideas in the agricultural sector. Project participants receive free training on various aspects of doing business, and the best business ideas receive grants.

EVERLEGAL partnership with this project is another step towards supporting Ukraine and achieving the UN Sustainable Development Goals, namely:

- **Goal 4. Quality education**
- **Goal 17. Partnerships for the Goals**

Our work

Participants of the SEED 2.0 educational program, thanks to EVERLEGAL, learned in detail about

- the main tax regimes for running an agribusiness;
- legal aspects of hiring employees;
- purchase of goods from persons who do not have the status of individual entrepreneurs;
- and much more.

EVERLEGAL, as a member of the UN Global Compact and a legal partner of the SEED 2.0 project, has strengthened the educational component of the project with its legal expertise.

Part 4:

FURTHER INFORMATION

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WITH EVERY NEW PROJECT AND INITIATIVE, WE STRIVE TO *CONTRIBUTE TO SUSTAINABLE DEVELOPMENT* EVEN MORE!

We welcome your views about our efforts to be a more sustainable company.

YOU CAN CONTACT US AT:

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 4 Rylskyi Lane, 6th floor
 +380443370016
 hello@everlegal.ua

For more recent updates on our Sustainability initiatives please visit everlegal.ua or our social media accounts on LinkedIn and Facebook

This report was produced by EVERLEGAL Sustainability team led by:

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Sustainable
Development Goals
and Targets